

PERSON SPECIFICATION

Research Associate in Water for Sanitation and Health

Ref: A2205

Criteria	Essential/ Desirable	Application Form/ Supporting Statements/ Interview*
Doctorate, or near completion in Environment and Development or related discipline	Essential	Application Form
Experience of working in the implementation observational and/or action research on urban poverty, with an emphasis on water and sanitation in Africa	Essential	Supporting Statements
Experience of working in interdisciplinary research projects – in particular incorporating social science insights with environmental/health monitoring	Essential	Supporting Statements
Experience of Qualitative Research Methods – examples include: interviews, participant observations, group discussions and process documentation	Essential	Supporting Statements
Experience of Quantitative Research Methods – examples include: social/health surveys, water/sanitation system assessment, environmental monitoring, GIS and spatial statistical analysis	Essential	Supporting Statements
Strong data management skills – i.e. ability to collect, collate and present information (qualitative and quantitative) in an accurate and appropriate format	Essential	Supporting Statements
Research interests that overlap or complement: understanding and addressing urban poverty through multidisciplinary research and transforming practice and policy concerning (but not limited to) water and sanitation	Essential	Interview
Effective networking skills, including evidence of working collaboratively with range of stakeholders – in particular with community-based stakeholders, NGOs and partners in overseas countries.	Essential	Interview
Proven experience in writing, presenting and publishing academic research	Essential	Application Form
Ability to compile reports (both consultancy reports and research papers)	Desirable	Interview
An understanding of project-based work and procedures associated with good working practice	Desirable	Supporting Statements
Motivated and confident self-starter	Essential	Interview
Accuracy and attention to details	Essential	Interview
Ability to organise own work and, work to deadlines	Essential	Interview
Ability to work collaboratively in a team both within the School and across the institution	Essential	Interview
Ability to gain access and maintain the interest and cooperation of collaborating organisations	Desirable	Interview
Willingness to travel to other locations, in particular in UK and Africa	Essential	Interview

- **Application Form** – assessed against the application form, curriculum vitae and letter of support. Applicants will not be asked to make a specific supporting statement. Normally used to evaluate factual evidence e.g. award of a qualification. Will be “scored” as part of the shortlisting process.
- **Supporting Statements** - applicant are asked to provide a statement to demonstrate how they meet the criteria. The response will be “scored” as part of the shortlisting process.
- **Interview** – assessed during the interview process by competency based interview questions, tests, presentation etc.